Indiana State Nurses Assistance Program: ISNAP

Protecting the Public While Saving Careers
Balance begins with great support

We understand that you often bend over backwards to provide exceptional care for your patients -- and we think you should be rewarded for it. Recently named one of the top 100 hospitals in the nation by Modern Healthcare Magazine, Hancock Regional Hospital provides all the support you need to keep balance in your work and your life. From our wellness initiatives, to our generous tuition reimbursement program, we work hard to give you the kind of benefits that will make your next career move a happy and healthy one.

Program Director – Geriatric Pysch
Full-Time - Days

Staff RN – Hospice Care
Full-Time - Days

Diabetes Education Instructor (RN) – Community Education
PRN - 1p-11p

Nurse Practitioner (FNP) – Prime Time Urgent Care
PRN

For more information or to apply online, visit the CAREERS section of our website:
www.hancockregional.org

801 N. State Street, Greenfield, IN 46140
Contents

Director’s Message 4

Indiana State Nurses Assistance Program: ISNAP 6

Ask a Nurse Attorney 9

Focus On: Patricia R. Hanrahan 11

Disciplinary Actions 12

Indiana Nursing Board Meetings 16

Reflecting on Mom’s Career as a Nurse 17

INWDC - Keeping Nurses in Indiana’s Future 18

Circulation includes over 100,000 licensed nurses and student nurses in Indiana

To provide efficient and effective administrative support services to Indiana’s professional licensing boards and commissions in order to facilitate the delivery of competent consumer services by regulated professionals to the citizens of Indiana. To provide an expedient licensing process for regulated professionals by maintaining a climate that fosters the growth of commerce while ensuring the health, safety and welfare of the citizens of our great state.

Frances L. Kelly
Executive Director

Office Location
Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 W. Washington St., Room W072
Indianapolis, IN 46204

Contact Information
Phone (317) 234-2043
Fax (317) 233-4236
License Verifications (888) 333-7515
Web site: www.pla.IN.gov
E-mail: pla2@pla.IN.gov

Office Hours
Mon. thru Fri.
8:00 a.m. – 4:30 p.m.

Nursing Board Staff Members
Sean Gorman, Board Director
Lori Grice, Assistant Board Director
Lisa Chapman, Litigation Specialist
Katrina Simmons, Case Manager
Stacie Barclay, Case Manager
Janet Cassidy, Case Manager
Joyce Krawczyk, Case Manager
Linda Stephenson, Case Manager
Karen Taulman, Case Manager

Nursing Focus is published by the Indiana State Board of Nursing
Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 W. Washington St., Room W072
Indianapolis, IN 46204

Created by PUBLISHING CONCEPTS, INC.
Virginia Robertson, Publisher
vrobertson@pcipublishing.com
14109 Taylor Loop Road • Little Rock, AR 72223
501.221.9986 or 800.561.4686
www.thinkaboutitnursing.com
For advertising information contact: Tom Kennedy at
501.221.9986 or 800.561.4686
tkennedy@pcipublishing.com
Dear Indiana Nursing Professional:

Well, the RN renewal cycle has come to a close and our office continues to wrap up the many loose ends from the Board of Nursing’s busiest event every two years. This year we really made a conscious effort to encourage nurses to take advantage of our online renewal service to renew their licenses instantly. The online renewal rate was better than we’d even hoped! Of the 84,589 registered nurses who renewed their license this year, 81,394 did so online. This frees up the Nursing Board’s staff to process new applications and to answer the many questions we receive each day from nurses. During the final month of this 2009 RN renewal cycle, our Nursing Board staff answered over 2000 phone calls a week, in addition to many e-mail inquiries. I’d like to take this opportunity to share a sampling of our most commonly asked questions from renewing nurses.

I didn’t receive a renewal reminder and forgot to renew on time. Can you refund the late renewal fee? The Board makes every attempt to provide reminders to nurses about the upcoming renewal deadline. This year, if you had an e-mail address on file with the Board, we sent several email notifications to that address. If our e-mails came back as undeliverable or if we did not have an e-mail address, we sent a renewal reminder via regular mail to the address on record with the Board. In the future, more of our correspondence will take place electronically, so it is important for you to keep your contact information up to date (your current address is required to be on file with the Board as part of your license to practice). Ultimately though, your responsibility to renew your license is your own as a professional. Late renewal fees are not refundable.

License renewals for RNs are always due Oct. 31 of odd-numbered years and renewals for LPNs are always due October 31 of even-numbered years.

Although we were extremely busy the past three months with RN renewals, and there is much left to do behind the scenes, things ended up going more smoothly than we expected. As always, please feel free to contact us with your comments or suggestions: Our group email is pla2@pla.in.gov, or we can be reached by telephone at (317) 234-2043.

Yours truly,

Sean Gorman
Director, Indiana State Board of Nursing

Where is my new pocket license? Although the Board has tried to make everybody aware of the change in renewal procedure, from the pages of past Nursing Focus magazines to renewal reminders and in information sent to RNs who renewed their license in 2007 and LPNs who renewed their license in 2008, we still field quite a few of these calls. The Indiana State Board of Nursing no longer issues pocket license cards. In fact, as of Dec. 1, 2009, the Board no longer issues any pocket cards or wall certificates as part of the licensing process. Pocket cards and wall certificates are available for separate purchase via our website at www.in.gov/pla.

Why did you send the renewal notifications via e-mail? The Nursing Board is housed under the Indiana Professional Licensing Agency, which, like all other state government agencies in the state, is exploring ways to do the same work with fewer resources. By sending out the renewal notifications via e-mail, the Agency saved approximately $35,000 in postage and printing costs during this years’ RN renewal cycle. That is in addition to the thousands of dollars saved by not issuing new pocket licenses during this renewal cycle. Those cost savings helps to ensure that licensing fees in Indiana remain among the lowest in the country for nurses.
You Dreamed of Being a Nurse.
Now Become the Nurse You Dreamed of Being.

Earn Your RN to BSN Online!
○ RNs: Get 30 Credits Free!
Call 800-571-4934
JacksonvilleU.com/PC

You are part of a solution to the nursing shortage...
train others to become a Nurse

Med Tech College, a private medical training college, values nurse instructors as the lifeblood of the organization. Are you looking for more career satisfaction? Do you really want to make a difference? Does your passion include the desire to educate others?

Nursing Instructors
We are seeking MSN prepared nursing instructors to become a part of the MTC team in both full/part-time capacities. Our current nursing faculty list the following among many others as reasons why they enjoy teaching at MTC: Small class sizes, student-first mentality, flexibility in scheduling, autonomy, proven success (graduate placement rates and NCLEX scores), publishing not required, tuition reimbursement, and tuition waiver options for family members.

Ask about our sign-on and referral bonuses!!!

Qualified candidates should submit a resume to jphelps@medtechcollege.edu

Advance Your Nursing Career
Spencerian College, a leader in healthcare training, can help you advance your career with an Associate Degree in Nursing (ADN). Earn your ADN while you continue to work with our convenient scheduling options, including web-assisted classes!

CALL TODAY! 502-447-1000 • spencerian.edu

One of “America’s Best Colleges”
U.S. News & World Report

www.medtechcollege.edu
An unsettling statistic, relevant to nursing, is that alcohol and drug abuse have become the third highest preventable health problem in the US.

It is known, that nurses and other health care professionals are not exempt from this health crisis. Not only do we, as nurses, need to be aware of these statistics so we can safely care for our patients but also for our staff members and ourselves.

Conservative estimates, nationally, suggest that somewhere between 7 to 10 percent of the American population are addicted to alcohol or other drugs. Many researchers believe the figure to be much higher, reaching nearly twenty percent. Accurate statistical numbers are difficult to obtain, as addiction is a highly stigmatized disease; the addicted person feels tremendous shame and tends to hide.

The impact of a person’s addiction is felt directly AND upon everyone else in their sphere. Family, friends and co-workers are negatively affected. With the impaired nurse, it is patient safety with which we are most concerned. In nursing, the primary concern is for the patient. We cannot accurately determine the actual costs of patient care errors which are caused by impaired nurses.

Some experts in recovery suggest that these estimates are higher than for the general population; due perhaps to nurses’ ready access to controlled substances, as well as the increased stress on today’s nurses. The good news is that for those who decide to undergo treatment, a successful recovery is possible.

- Chemical Dependency is a primary, chronic and progressive disease and is not a moral issue.
- Untreated substance abuse is a quality-of-life threatening illness with potentially fatal consequences.
- Successful rehabilitation is possible with appropriate treatment and support.

Nurses care for others, that is who we are. A nurse, who becomes impaired due to the abuse of alcohol and other drugs, deserves the care and support offered to any chronically ill patient. Addiction is a disease process. And as an illness, substance use disorders have identifiable symptoms and predictable outcomes unless treated. Nurses frequently do not seek treatment for alcohol and other drug problems because of their fear of exposure, possible loss of employment and the judgment of their peers. As a profession, it is in our collective best interest to help impaired nurses achieve recovery.

### Consumer Protection

Identification, intervention and appropriate treatment leading to rehabilitation create safer work environments for both our patients as well as the staff. It is ISNAP’s primary purpose to ensure public safety. ISNAP is governed by the Indiana State Board of Nursing. Indiana statutes direct the monitoring and facilitation of the recovery of Indiana Nurses who have a DSM-IV diagnosis of Substance Use Abuse or Dependancy. The preservation of Indiana’s nurse resources is a vital concern for us.

It is a nurses’ ethical, professional and legal responsibility, in Indiana, to help identify impaired colleagues to ensure patient/client safety. Some health care systems have policies and procedures in place, which aid in reporting and helping impaired colleagues. If your facility does not have such a process in place, our Program Director can present an in-service at your location. Detection and treatment protects the rights of the patient, the impaired nurse and the employer.

The disease of addiction has observable, predictable symptoms and outcomes, which may be fatal if left untreated. Addiction is caused by the interaction of biological, psychosocial and environmental factors. As with other chronic diseases, treatment is effective, but there is no cure for addiction. The person remains at lifelong risk for relapse. Total abstinence from all psychoactive substances is essential to maintain sobriety. Continual self-care planning is an integral component of monitoring; including ongoing involvement with 12-Step recovery groups such as Alcoholics Anonymous, Narcotics Anonymous and Nurse Support Meetings.

continued on page 8 >>>
Our people are at Reid for a reason. It’s a special place where we are honored to serve patients and families daily. Reid is now pursuing our mission in a new, state-of-the-art hospital. Reid offers opportunity and bright futures to nurses who are devoted to patients and families. Reid is also in a great location convenient to Indianapolis, Dayton and Cincinnati.

Contact: Lisa Nantz, Employment Specialist
lisa.nantz@reidhospital.org    (765) 983-3162

1100 Reid Parkway   l    Richmond, IN    l    47374

7
How and When to Report

Feel free to call ISNAP at any time to get more information or to get your questions answered about suspected impairment. You may also request from us a short in-service educational program by one of our staff for your facility.

If you suspect you have a problem, you may call anytime. By contacting ISNAP yourself, you will eliminate the difficulties of a public hearing of your case before the Board of Nursing. Subsequently, by entering into a monitoring agreement with ISNAP and remaining in complete compliance, you preserve your license to practice nursing.

Any citizen, patient, family member, nurse or administrator may report instances of impairment to either the Attorney General’s office or to ISNAP. By Indiana statute, licensed practical and registered nurses are required to report impairment. Rule 2. Rule 3. Additionally, registered nurses are ethically required to take action as directed by the American Nurses Association’s Code of Ethics, provisions 2 & 3, 5 & 9

You may call ISNAP during the hours of 7:30am-4:30pm Monday to Friday at (317) 295-9862 or (800) 638-6623; or if you are experiencing an emergency you can contact our emergency beeper, (317) 554-7872, for help.

Help is available. Recovery from addiction is possible. Intervention and treatment do make a difference and help to return a nurse to good health and a safe nursing practice.

When you call us, you will be asked to provide details concerning the incident, the name of the nurse and if you know it, his or her address, phone number and place of employment. You will be asked to provide your name and contact information. Your information remains confidential during the investigation and is only divulged to the Attorney General’s Office if proceedings are undertaken.

Education. In addition, ISNAP welcomes the opportunity to come speak to any organization or facility. Education and awareness are the first step into preventing drug/alcohol abuse.
Nurses, welcome to “Ask a Nurse Attorney.” This section is designed for licensed nurses to ask questions to a nurse attorney. If you have a question that you would like to have answered, please feel free to e-mail Lorie@brownlaw1.com. If your question is selected, it will appear in the upcoming issues of Nursing Focus.

Dear Nurse Attorney,

Recently, a physician on the cardiac care unit where I work discharged a patient who I felt was too unstable to go home. I questioned the physician about the discharge and the physician told me that the patient’s insurance company would not authorize payment for any additional days in the hospital. The patient went home without harm but if something would have happened, would I have been responsible?

Concerned R.N.

Dear Concerned R. N.,

You posed an excellent question and have every right to be concerned. With changes in reimbursement, and health care reform, it is not cost-effective for hospitals to keep patients when they are no longer getting reimbursed. However, if a patient’s condition is such that discharge may cause the patient harm, you have a duty to notify the physician and to express your concerns. I would contact the physician and tell him, objectively, why you feel that the patient is not ready to be discharged. If the patient has a documented medical problem in which acute care hospitalization is still required, the physician also has a duty to keep the patient hospitalized. If the patient is discharged and harm results because of his premature discharge, both you and the physician may be liable.

If it is a situation where there is a poor home environment or the patient’s needs may not be met after discharge, you have an obligation to get the social work department involved. The key to these types of situations is early discharge planning because if discharge planning was initiated early, many of these situations can be avoided.

If the situation is a documented medical problem which requires acute care hospitalization and you do notify the physician and the physician still insists on discharge, you need to thoroughly document your conversations with the physician and call the nursing supervisor. If the nursing supervisor agrees with your evaluation of the patient’s status, she may need to call the physician herself or contact the medical director.

Not only does the nurse have a duty to contact the physician when a patient is being discharged too early, the nurse also has a duty to contact the physician when the home environment does not have the supplies, staff and/or equipment necessary to adequately to take care of the patient. The nurse in that situation must then recommend transferring the patient to another facility which has those services.

Lorie A. Brown, R.N., M.N., J.D.
Why MedTech College School of Nursing?

• Nursing is our business
• Nationally accredited and state approved
• No waiting list to get into the program at this time
• No program interruptions; no waiting list for clinicals
• Finish a PN degree in 15 months
• Finish an RN degree in 24 months
• Serious. Dedicated. Professional.
• Nurses are in demand

MedTech College School of Nursing

Preparation the Healthcare Professionals of Tomorrow

SCHOOL OF NURSING
NOW ENROLLING IN NIGHT CLASSES AT OUR INDIANAPOLIS CAMPUS
• Practical Nursing
• Registered Nursing

Enrollment at our Indianapolis and Fort Wayne Campuses

SCHOOL OF ALLIED HEALTH
Flexible Schedules
• Biotechnology
• Healthcare Management
• Medical Assistant
• Medical Billing and Coding Specialist
• Medical Lab Technology

MedTech College - Check It Out!

Interested persons in the School of Nursing should call immediately while there are no waiting lists.

MedTech Greenwood Campus
317-534-0322
South Park
1500 American Way
Greenwood, IN 46143

Fort Wayne Campus
260-436-3272
7200 Engle Rd, Suite 200
Fort Wayne, IN

MedTech Indianapolis Campus
317-845-0100
Heritage Park 1
6612 E. 75th St, Suite 300
Indianapolis, IN 46250

MedTech College
Dedicated To Graduating Professionals
www.medtechcollege.edu

AC-0217
AC-0216
AC-0262

Q&A

I became a nurse because:
Growing up my grandmother was a nurse at Dyer Mercy Hospital, which is now Saint Margaret Mercy Health Care Centers. She always wanted one of us to follow in her footsteps and become a nurse; unfortunately she passed before knowing I followed her dream. I have always been one to take charge and care for anyone who needed help, so nursing seemed to fit the bill for me.

I decided to be a nurse at age:
I guess I was a “late bloomer” going to college at 40 years old to become a nurse. I had already been a stay at home mom for my 2 children, was the softball mom and helped out at the baseball fields. When my children were older I worked at the elementary school as a library assistant for ten years. I guess specializing in pediatrics was just a natural course for me.

Patricia R. Hanrahan

Hometown: St. John, Indiana
Position/Facility: Clinical Charge Nurse Med/Surg/Pediatrics
St. Margaret Mercy Health Care Centers
Dyer, Indiana

Education: ADN RN, ANCC/PEDS, ENPC; graduate of Indiana University NW
Experience: 16 years pediatrics with 10 of those med/surg combined
Patients would describe me as:
I think my patients feel I am a strong advocate for them, a liaison between them and their doctor. I am caring and conscientious, listen to their concerns, and do my utmost to make their hospital stay as comfortable as possible. I try to continually keep them informed about their plan of care and educate them regarding their discharge. I feel the patients and their families appreciate truly appreciate this knowledge and care.

I am most skilled at:
I am calm in an emergency which helps to keep others calm. It’s easy for families to become overwhelmed when a loved one is sick, especially a child. I feel I can take charge of the situation, keep calm and reassuring, keep thing organized, and most importantly take compassionate care of the patient.

The most challenging part of my job is:
The people I meet every day. Every patient and every family has a different problem, a different crisis that needs to be solved. I am challenged everyday to intervene in their lives, interact with their family members and coordinate their care to the best of my ability.

The one thing I would change about my chosen profession:
I don’t think I would change a thing about the profession of nursing. Sure, there is always the problem of the doctor that doesn’t always call back right away, the family member that doesn’t feel you are doing quite enough or doing it fast enough for the patient, finding that elusive piece of equipment you need right now. Solving problems, working closely with my colleagues, helping the sick is why I became a nurse. Why would I change it?

If I weren’t a nurse I might be:
I think if I hadn’t become a nurse I would have been an educator. Nursing blends the caring and compassionate part of me and the teaching part together. I have always loved being around children and watching them grow and learn, pediatric nursing is a large part of that segment of my life.

The thing I like most about nursing:
The satisfaction to me is the hug from a person that a few short days ago was a total stranger and now I have made a marked difference in their lives; educated them a little more about their condition. The smile and wave as they leave the hospital feeling so much better than when they came in, just knowing that I have helped make that change is my reward for becoming a nurse.

Why I chose to practice in Indiana:
I grew up in Hammond, Indiana and practice nursing with in the same 20 mile radius of where I lived as a child. At some time in my career I have cared for many friends, acquaintances and their families. What better way to give back to the community than to care for loved ones.

The best advice I could give a new nurse is:
Take the time to listen to your patients, form a bond between them and you, and understand their needs. Be the best advocate for them that you can and you will savor the rewards of nursing.

Patricia was the recipient of The St. Margaret of Cortona Nurse of the Year 2009 for St. Margaret Mercy Health Care Centers.
Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The nurse’s license will not be renewed, therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked may not apply for a new license until seven (7) years after the date of revocation.

CEUs—Continuing Education Credits

Fine—Disciplinary fee imposed by the Board.

Censure—A verbal reprimand given by the Board.

<table>
<thead>
<tr>
<th>NAME</th>
<th>License #</th>
<th>Board Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 20, 2009 Board Meeting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NAME</td>
<td>License #</td>
<td>Board Action Taken</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>Jane B. Walters</td>
<td>28077617A</td>
<td>Continued</td>
</tr>
<tr>
<td>Sandra Denise Love</td>
<td>27032353A</td>
<td>Continued</td>
</tr>
<tr>
<td>Jeffrey Cole</td>
<td>28094780A</td>
<td>Continued</td>
</tr>
<tr>
<td>Karen Kay Townsend</td>
<td>28117871A</td>
<td>Indefinite Suspension for 6 months</td>
</tr>
<tr>
<td>Carolyn Landis-Delaney</td>
<td>28088419A</td>
<td>$250.00 fine</td>
</tr>
<tr>
<td>Kevin S. Tackett</td>
<td>28148606A</td>
<td>Indefinite Suspension</td>
</tr>
<tr>
<td>Paul R. Smith</td>
<td>27046989A</td>
<td>Continued</td>
</tr>
<tr>
<td>Eric Ping</td>
<td>28147923A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Angela Darnetta Hayes</td>
<td>27023633A</td>
<td>Indefinite Suspension</td>
</tr>
<tr>
<td>Kathy Day</td>
<td>28184099A</td>
<td>Indefinite Suspension</td>
</tr>
<tr>
<td>Kimberly Ann Southworth</td>
<td>28133015A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Amy Eden Stevins</td>
<td>28092882A</td>
<td>License reinstated after refresher course</td>
</tr>
<tr>
<td>Tami Lynn Hopper</td>
<td>27046814A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Annie Leach</td>
<td>28096642A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Deara Noreen Coffey</td>
<td>27014745A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Shannon Plankenbom</td>
<td>28132129A</td>
<td>Continued</td>
</tr>
<tr>
<td>Deshre Foster</td>
<td>28073254A</td>
<td>Indefinite Suspension for 3 months</td>
</tr>
<tr>
<td>71000210A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rhyn Maddox</td>
<td>28185740A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Sivonia Jo Monroe</td>
<td>28123438A</td>
<td>Reinstated on Probation to complete 24 contact hours of continuing education for nurses prior to practice</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rebecca Estes</td>
<td>27053001A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Ruth D. Jenkins</td>
<td>27041736A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Cheryl Renee Beaver</td>
<td>28125454A</td>
<td>Continued on Indefinite Suspension for at least 6 months</td>
</tr>
<tr>
<td>Patricia Mathews</td>
<td>28115716A</td>
<td>Indefinite Probation; $250.00 fine</td>
</tr>
<tr>
<td>Daniel J. Dauscher</td>
<td>27041362A</td>
<td>Continued</td>
</tr>
<tr>
<td>Latasha Jarecki</td>
<td>27054544A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Patty Jean Garlick</td>
<td>28077437A</td>
<td>Indefinite Suspension; $500.00 fine</td>
</tr>
<tr>
<td>Dawn Marie Wiley</td>
<td>27047427A</td>
<td>Continued</td>
</tr>
<tr>
<td>Liza Aspiras</td>
<td>28147135A</td>
<td>Settlement Conference</td>
</tr>
<tr>
<td>Susan A. Kroll Batenten</td>
<td>28104341A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Carl Carnes</td>
<td>pending</td>
<td>Continued</td>
</tr>
<tr>
<td></td>
<td>application</td>
<td></td>
</tr>
<tr>
<td>Jean Marie Hicks</td>
<td>28114598A</td>
<td>Continued</td>
</tr>
<tr>
<td>Gregory Rhodes</td>
<td>27036896A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Sue Ellen Kreutz</td>
<td>28136390A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Charles Woodson</td>
<td>28126400A</td>
<td>Indefinite Probation; $250.00 fine</td>
</tr>
<tr>
<td>Julie Anderson</td>
<td>28142547A</td>
<td>Reinstated on Indefinite Probation</td>
</tr>
<tr>
<td>Lea Ann Short</td>
<td>27048711A</td>
<td>Modified Probation</td>
</tr>
<tr>
<td>Kimberly Kay Koenig</td>
<td>27046534A</td>
<td>Continued</td>
</tr>
<tr>
<td>September 17, 2009 Board Meeting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NAME</td>
<td>License #</td>
<td>Board Action Taken</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>Paul Thornton</td>
<td>28134486A</td>
<td>Indefinite Suspension; $1000.00 fine</td>
</tr>
<tr>
<td>Jacki Lynn Stoops Jackson</td>
<td>27047527A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Kimberly Lee Rangel</td>
<td>28103919A</td>
<td>Indefinite Suspension; $250.00 fine</td>
</tr>
<tr>
<td>Jewell Breckenridge</td>
<td>27036409A</td>
<td>$250.00 fine</td>
</tr>
<tr>
<td>Eva Gail Batman</td>
<td>27034334A</td>
<td>$250.00 fine</td>
</tr>
<tr>
<td>Rachelle Goddard</td>
<td>28168291A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>James Allen Eastwood</td>
<td>27036286A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Susan White Smith</td>
<td>28149221A</td>
<td>Respondent’s request to reinstate was denied</td>
</tr>
<tr>
<td>Sharrone Lyttrace Freeman</td>
<td>27033494A</td>
<td>Reinstated on Indefinite Probation</td>
</tr>
<tr>
<td>Judith Anne Dickinson</td>
<td>27014907A</td>
<td>Reinstated on Indefinite Probation</td>
</tr>
<tr>
<td>Kimberly Kay Zorman</td>
<td>28139993A</td>
<td>Reinstated free and clear</td>
</tr>
<tr>
<td>Brooke Calhoun</td>
<td>28165265A</td>
<td>$350.00 fine</td>
</tr>
<tr>
<td>Rachel Bishop</td>
<td>27034079A</td>
<td>$350.00 fine</td>
</tr>
<tr>
<td>Tammy Jo Walker</td>
<td>27036078A</td>
<td>Indefinite Suspension; $250.00 fine</td>
</tr>
<tr>
<td>Cheryl Shephard</td>
<td>28132892A</td>
<td>Continued</td>
</tr>
<tr>
<td>Timothy Hammel</td>
<td>27043696A</td>
<td>Revoked</td>
</tr>
<tr>
<td>Kimberly Kay Koenig</td>
<td>27040416A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Renee Annette Christ</td>
<td>28150026A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>Sharon Sue Stewers</td>
<td>28108674A</td>
<td>Continued on Probation for 6 months</td>
</tr>
<tr>
<td>Jean Marie Hicks</td>
<td>28113456A</td>
<td>Continued</td>
</tr>
<tr>
<td>Dawn Marie Wiley</td>
<td>27047427A</td>
<td>Continued</td>
</tr>
<tr>
<td>Daniel J. Dauscher</td>
<td>27041632A</td>
<td>Emergency Suspension for 90 days</td>
</tr>
<tr>
<td>Lou Ann Lindamood</td>
<td>28111112A</td>
<td>Indefinite Probation; $1250.00 fine</td>
</tr>
<tr>
<td>Gina Ulanowski</td>
<td>28184769A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>April Hughes</td>
<td>28149040A</td>
<td>Continued</td>
</tr>
<tr>
<td>Judith Kay Daum</td>
<td>27038659A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Kimberly Eisemenger</td>
<td>27033394A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Carrie Williams</td>
<td>27048676A</td>
<td>Indefinite Suspension</td>
</tr>
<tr>
<td>Allen Whittington</td>
<td>28094255A</td>
<td>Revoked</td>
</tr>
<tr>
<td>Christina Painter</td>
<td>28125249A</td>
<td>Continued</td>
</tr>
<tr>
<td>Linda Garner_Geler</td>
<td>27016079A</td>
<td>Continued</td>
</tr>
<tr>
<td>Gwenishon Craven</td>
<td>28156643A</td>
<td>Rescheduled for October</td>
</tr>
<tr>
<td>Debra Lynn Patton</td>
<td>27038276A</td>
<td>Reinstated free and clear</td>
</tr>
<tr>
<td>Rausahah Bryant</td>
<td>27060120A</td>
<td>Probation withdrawn</td>
</tr>
<tr>
<td>David Loeffler Jr.</td>
<td>27059378A</td>
<td>Emergency Suspension for 90 days</td>
</tr>
</tbody>
</table>

continued on page 14
“Each day, I interact with physicians to determine the right answers…and feel like I am really making a difference in someone’s life.”

Janet Lambert, RN
Med/Surg/Ortho 2 Charge Nurse
Howard employee since 1987

Howard Regional Health System is not only an employer of choice in the heart of the county – we’re an extended family and a dedicated support team.

In addition to the opportunity to work with the kind of people you can call friends and partners, we offer a competitive salary and generous benefits package. We also offer more lifestyle options to help you balance your responsibilities as a person and a professional.

Learn more about us, locate open positions, and apply online at www.howardregional.org. EOE
## Disciplinary Actions

October 15, 2009 Board Meeting  
continued from page 12

<table>
<thead>
<tr>
<th>NAME</th>
<th>License #</th>
<th>Board Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shannon Plankengorn</td>
<td>28132129A</td>
<td>Indefinite suspension; $250 fine</td>
</tr>
<tr>
<td>Tammy Friedman</td>
<td>28108095A</td>
<td>Rescheduled for November</td>
</tr>
<tr>
<td>Shirley Erney</td>
<td>28128810A</td>
<td>Indefinite Suspension; $500.00 fine</td>
</tr>
<tr>
<td>Dana Paplauskas</td>
<td>28158895A</td>
<td>Indefinite Suspension; $250.00 fine</td>
</tr>
<tr>
<td>Julie Green</td>
<td>27052013A</td>
<td>continued</td>
</tr>
<tr>
<td>Billee Ruth Thomas</td>
<td>27041063A</td>
<td>Emergency Suspension for 90 days</td>
</tr>
<tr>
<td>Natalie Jo Cross</td>
<td>27034242A</td>
<td>Emergency Suspension for 90 days</td>
</tr>
<tr>
<td>Imelda Vest</td>
<td>27029645A</td>
<td>$250.00 fine</td>
</tr>
<tr>
<td>Marjorie Osborn</td>
<td>27061065A</td>
<td>$250.00 fine; 24 contact hours of continuing education for nurses</td>
</tr>
<tr>
<td>Martha Likens</td>
<td>27041889A</td>
<td>Continued to November</td>
</tr>
<tr>
<td>Bonnie Sue Quick</td>
<td>27034948A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Gene Maureen Tosh</td>
<td>28139284A</td>
<td>Notice of Proposed Default</td>
</tr>
<tr>
<td>Mary Ann Edwards</td>
<td>28142623A</td>
<td>Emergency Suspension for 90 days</td>
</tr>
<tr>
<td>Cheryl Shepard</td>
<td>28132892A</td>
<td>Continued to November</td>
</tr>
<tr>
<td>April Dawn Hughes</td>
<td>28149040A</td>
<td>Continued</td>
</tr>
<tr>
<td>Christina Painter</td>
<td>28125409A</td>
<td>Continued</td>
</tr>
<tr>
<td>Jeffrey Cole</td>
<td>28094780A</td>
<td>$250.00 fine</td>
</tr>
<tr>
<td>Tara Lee Ryan</td>
<td>28181823A, 27046999A</td>
<td>Indefinite Suspension for at least 5 years</td>
</tr>
<tr>
<td>Jean Marie Hicks</td>
<td>28113466A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Dawn Marie Wiley</td>
<td>27041274A</td>
<td>Continued</td>
</tr>
<tr>
<td>Daniel J. Dauscher</td>
<td>27041632A</td>
<td>Indefinite Suspension for at least 6 months</td>
</tr>
<tr>
<td>Jamie B. Walters</td>
<td>28077617A</td>
<td>Indefinite Probation</td>
</tr>
<tr>
<td>Sandra Love</td>
<td>27033333A</td>
<td>Continued</td>
</tr>
<tr>
<td>Michelle R. Alvarez</td>
<td>28154916A</td>
<td>Probation withdrawn</td>
</tr>
</tbody>
</table>

NAME: Shannon Plankengorn  
License #: 28132129A  
Board Action Taken: Indefinite suspension; $250 fine

NAME: Tammy Friedman  
License #: 28108095A  
Board Action Taken: Rescheduled for November

NAME: Shirley Erney  
License #: 28128810A  
Board Action Taken: Indefinite Suspension; $500.00 fine

NAME: Dana Paplauskas  
License #: 28158895A  
Board Action Taken: Indefinite Suspension; $250.00 fine

NAME: Julie Green  
License #: 27052013A  
Board Action Taken: continued

NAME: Billee Ruth Thomas  
License #: 27041063A  
Board Action Taken: Emergency Suspension for 90 days

NAME: Natalie Jo Cross  
License #: 27034242A  
Board Action Taken: Emergency Suspension for 90 days

NAME: Imelda Vest  
License #: 27029645A  
Board Action Taken: $250.00 fine

NAME: Marjorie Osborn  
License #: 27061065A  
Board Action Taken: $250.00 fine; 24 contact hours of continuing education for nurses

NAME: Martha Likens  
License #: 27041889A  
Board Action Taken: Continued to November

NAME: Bonnie Sue Quick  
License #: 27034948A  
Board Action Taken: Notice of Proposed Default

NAME: Gene Maureen Tosh  
License #: 28139284A  
Board Action Taken: Notice of Proposed Default

NAME: Mary Ann Edwards  
License #: 28142623A  
Board Action Taken: Emergency Suspension for 90 days

NAME: Cheryl Shepard  
License #: 28132892A  
Board Action Taken: Continued to November

NAME: April Dawn Hughes  
License #: 28149040A  
Board Action Taken: Continued

NAME: Christina Painter  
License #: 28125409A  
Board Action Taken: Continued

NAME: Jeffrey Cole  
License #: 28094780A  
Board Action Taken: $250.00 fine

NAME: Tara Lee Ryan  
License #: 28181823A, 27046999A  
Board Action Taken: Indefinite Suspension for at least 5 years

NAME: Jean Marie Hicks  
License #: 28113466A  
Board Action Taken: Indefinite Probation

NAME: Dawn Marie Wiley  
License #: 27041274A  
Board Action Taken: Continued

NAME: Daniel J. Dauscher  
License #: 27041632A  
Board Action Taken: Indefinite Suspension for at least 6 months

NAME: Jamie B. Walters  
License #: 28077617A  
Board Action Taken: Indefinite Probation

NAME: Sandra Love  
License #: 27033333A  
Board Action Taken: Continued

NAME: Michelle R. Alvarez  
License #: 28154916A  
Board Action Taken: Probation withdrawn

---

### You can have it all.

- **Life balance.**
- **Competitive salary.**
- **Bar-setting benefits.**

---

We understand what you really want out of a career in home health care. To make a real difference in the lives of your patients – and your family. To reach your retirement goals. And to earn a salary that makes your hard work worth every minute.

At Amedisys, we’re looking for special clinicians exactly like you to set the standard in clinical excellence. Are you ready to reach your fullest potential? We’re ready for you.

---

**HOT OPPORTUNITIES**

**Staff:** Clinical Managers, RNs and LPNs for our Indiana locations.

**To apply or view a listing of available positions, please visit [www.amedisys.com](http://www.amedisys.com). For specific questions, please call Tracey at 630-487-9514.**

---

© 2009 NAS (Media: delete copyright notice)
Rehabilitation Hospital of Indiana

Rehabilitation Hospital of Indiana opened in 1992 and we are proud of our many years of outstanding service. RHI is one of the largest freestanding inpatient physical rehabilitation hospitals in the Midwest. We offer comprehensive inpatient and outpatient care to those with spinal cord injuries, brain injuries, orthopedic intervention and strokes. With our program model, we focus on our centers of excellence and can offer you opportunities to work with other clinical experts and newly emerging information, technology and treatments. We invite you to join our team of healthcare professionals as we assist our patients in achieving their highest potential.

REGISTERED NURSE OPPORTUNITIES

Opportunity for specialty certification as CRRN.

Please visit our website at www.rhin.com to see position availability and complete an on-line application.

We offer competitive wages and excellent benefits package

Please visit out website at www.rhin.com to learn more about RHI.

Rehabilitation Hospital of Indiana
4141 Shore Drive
Indianapolis, IN 46254
Or fax a resume to (317) 329-2238
Indiana Nursing Board Meetings

The Indiana State Board of Nursing normally meets on the third Thursday of every month. The meetings are scheduled to begin at 8:30 a.m. and continue until business has been completed. Nursing Board Meetings are open to the public.

The meetings are conducted in the Auditorium of the Conference Center, Indiana Government Center South, 302 West Washington Street, Indianapolis, Indiana. If you have any questions about attending a meeting, you may contact the Board at (317) 234-2043 or via e-mail at pla2@pla.IN.gov. Meeting agendas will be available at www.pla.IN.gov one week prior to the meeting.

2010 Nursing Board Meeting Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 21</td>
<td>July 16</td>
</tr>
<tr>
<td>February 18</td>
<td>August 19</td>
</tr>
<tr>
<td>March 18</td>
<td>September 16</td>
</tr>
<tr>
<td>April 15</td>
<td>October 21</td>
</tr>
<tr>
<td>May 20</td>
<td>November 18</td>
</tr>
<tr>
<td>June 15</td>
<td>December 16</td>
</tr>
</tbody>
</table>

CarDon & Associates is an Indiana-based and family-owned provider of senior living options and lifestyle support services, ranging from independent living and assisted living to skilled nursing and memory care. Our goal, at all CarDon communities and Health & Living Centers, is to hire trained professionals who not only practice excellence, but who are also warm-hearted, respectful, knowledgeable, and committed to strengthening each individual through emotional support and spiritual well-being.

To learn more about opportunities at the location right for YOU, visit our website at www.cardon.us for contact information or to complete an on-line application.

Registered Nurses & Licensed Practical Nurses

- Staff and Management opportunities
- Full, part-time & PRN positions available
- Competitive pay & benefits (Full & part-time benefits)

EOE

CarDon & Associates Inc.
Inspired living and compassionate care
Reflecting on Mom’s Career as a Nurse

by Beth Lafferty

My mother, Verona Lafferty was a nurse. I don’t think it was as much a profession for her as it was a calling, a calling that she answered faithfully for 50 years. Even though she retired in 1985, she maintained her license until her death this past April at the age of 94.

Mom was old school; she stood when a doctor entered the room. She referred to her patients as “Mrs.” or “Mr.” unless they had given her permission to call them by first names. She considered nurses who called their patients “honey” or “dearie” to be ill-bred and condescending, an embarrassment to the profession. Treating a patient with dignity and respect showed compassion to one made vulnerable by illness and being in a strange place.

Mom served as a nurse/anesthetist in the U. S. Army during World War II. She spent over three years with the 21st General Hospital unit in North Africa, Italy and France, attaining the rank of Captain and earning three Bronze Battle stars. My mother’s religious upbringing made her uncomfortable with colorful language and her favorite exclamation was “Good Lord, Gussie!” “Gus” became her nickname and she carried it fondly for the rest of her life.

Mom had a tender touch and a no-nonsense attitude. Each patient or situation was approached with “What do we have? What do we need? How do we accomplish the goal?” And make no mistake, whatever the goal was, it would be accomplished.

She cared for countless numbers of G.I.s during the war, in Veteran’s hospitals after the war, and in surgical wards. She wrote letters, held hands, bathed, helped lift patients and changed beds (as all nurses do) with the patient in the bed. She ended her career as the head nurse of an obstetrics ward. In that capacity she often served as labor coach: supporting, encouraging, and occasionally stopping the fearful cries of “I can’t do this!” with the surprising “You’re going to be a mom and this baby needs you! You are doing this!” These were the experiences that gave her pride in her profession.

She was also there for the hard times: for soldiers who wouldn’t make it home, for chronically ill and disabled veterans, for terminal patients, for women with complicated pregnancies and for those who suffered the bleakest and most painful of outcomes—losing a baby whose arrival had been so joyfully awaited. These were the experiences in which the profession could take pride in her.

Mom worked long hours for little pay. (Her pension paid her 92 dollars and change each month) She often came home late. She always came home dead tired. She worked holidays and weekends and in all kinds of uncomfortable and sometimes dangerous circumstances.

Mom was just one of countless thousands of women and men who dedicate themselves to the care of each of their patients. She worked for 50 years in a back breaking job that hardly paid back what she put into it. And she was proud of it. But what can I say? My mother was a nurse.
INWDC – Keeping Nurses in Indiana’s Future
by Barbara Mitchell, MSN, MS, RN, BC, INWDC Board Member (on behalf of INWDC)

A transitive easing of the nursing shortage can easily be mistaken for a long-term solution. Registered nurses are delaying retirements, re-entering the nursing workforce, and working more hours due to the economic recession. Recent graduates have seen a competitive new graduate market. However, the projected growth in the demand for highly skilled nurses for an increasingly complex healthcare environment, concurrent with the graying of the nursing workforce, has analysts at the US Bureau of Labor Statistics projecting that more than 587,000 new nursing positions will be created through 2016. We must not be caught off guard. When the recession ends and healthcare reform emerges, increased access to healthcare is anticipated to result in the demand for qualified nursing professionals. The annual survey conducted by the Indiana Nursing Workforce Development Coalition (INWDC) indicates 2,500 qualified students a year are not able to gain admission to nursing schools, due in large part to a nurse faculty shortage. These statistics are important to analyze as we look at the nursing shortage in its totality.

INWDC is nationally recognized as a center that identifies and strategically aligns resources to meet the nursing workforce needs of Indiana. Its 25-member volunteer board is comprised of representatives from healthcare agencies, educational institutions, regional collaboratives, nursing organizations, and state oriented agencies that represent geographical locations around the state. The funds that support this work have come from small private grants and contributors who have the vision to understand the impact the nursing shortage will have on the quality and cost of healthcare in this state in the next 10-15 years. INWDC’s purpose is to seek solutions for an optimal nursing workforce to meet current and emerging healthcare needs of Indiana’s citizens across the healthcare continuum.

One effort in seeking solutions is the development and maintenance of a six-year database on Indiana schools of nursing enrollments, graduations, and faculty needs. The data is compelling. The bottleneck caused, in part, by the nurse faculty shortage, jeopardizes our ability to prepare well-educated and skilled nursing professionals for the future. In addition, a disparity in nurse faculty salaries exists as compared to their academic counterparts in other disciplines and nurse colleagues in practice settings. We must find ways to increase the number of nurse faculty positions in the state and grow the pool of eligible nurses to fill these positions. The complete survey is available at www.indiananursingworkforce.org

Donna Boland, president of INWDC, states, “We need to fill faculty vacancies, create additional faculty positions and prepare nurses for faculty roles to replace the 59 percent of the current faculty who will continue on page 20 >>>

Who said Continuing Education can’t be fun? We are changing that forever. Join ThinkAboutItNursing and Poe Travel for a CE Cruise that will cure your overworked blues with some salsa and sun on Carnival’s newest, biggest ship—Splendor! While you’re touring the Mexican Riviera, you can earn your annual CE credits AND possibly write the trip off on your taxes. How is that for paradise?

Prices for this cruise and conference are based on double occupancy (bring your friend, spouse or significant other please!) and start as low as $820 per person (not including airfare). If you won’t be attending the conference, you can deduct $75. A $250 non-refundable per-person deposit is required to secure your reservation for the cruise, BUT please ask us about our Cruise LayAway Plan.

What a week! We depart from Los Angeles. Your first stop is Puerto Vallarta, Mexico. Our next stop is Mazatlan, then Cabo San Lucas before cruising back to L.A.
Targeted Networking
The “NEW” Classifieds
Reach over 117,000 nurses in Indiana for as little as $85.
Contact Tom Kennedy
tkennedy@pcipublishing.com
1-800-561-4686

Need Affordable Health Coverage?
Attention PRNs/Agency Nurses, we offer health coverage for:
• Individuals without group coverage
• Dependents & Students
• Cobra/alternative
• Self-employed

Mark Anderson
Authorized Agent
317-287-6598 or Toll-free: 800-863-0190
www.Mark-Andersoninsurance.com

Anthem Blue Cross and Blue Shield is the trade name of Anthem Insurance Companies, Inc. Independent licensee of the Blue Cross and Blue Shield Association. ©ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

RNs—Come to Florida!
“City of Palms” Beautiful Ft Myers
Up to $10,000 Bonus Package!
• 2+ year exp RNs - ICU, ER, PCU & Oncology Only
• Perm full time – not travel!
• Solucient “Top Hospitals”
• Base pay up to $32/hr
• $6.00/hr shift diff for nights!
• AARP rank #2 Best Employer in US
• Onsite Child Daycare Centers
• Full benefits – Health, Dental/Vision & 401(k)
  matches 5% of gross base
• Miles of White, Sandy Beaches
• Caring Mngrs/Safe Patient Ratios
• More affordable than you may think
• Enjoy Sunshine & Tropical breezes

Contact Jeff Martin
(800) 304-3095 x16
jmartin@beck-field.com

St. Vincent Heart Center of Indiana
at 106th & North Meridian

What inspired me to become a nurse happens here everyday.
http://heartcenterH.recruitingportal.net
continued from page 20 >>>
reach retirement age in the next 10 years.”

In addressing nursing workforce needs in the state, INWDC has convened statewide workshops that have drawn representatives from various nursing organizations, healthcare professions, the business community, educators, consumers, and legislators in seeking solutions.

**Accomplishments to date:**

**Data – Education, Supply, and Demand – critical in projecting the pipeline and forecasting nursing workforce needs**

- Distributed sixth annual survey for collection of statewide schools of nursing data on admissions, graduations, diversity, faculty needs, disparities in faculty salaries, and education-practice partnerships
- Collaborated with Area Health Education Center (AHEC) and those responsible for data analysis to provide input into the refinement of questions asked on Indiana RN Licensure survey process
- Worked collaboratively with the Indiana Hospital Association in their collection of quarterly Benchmark Surveys of RN vacancies

**Consistent Message**

- Developed a new website to facilitate communication of nursing shortage issues and information [www.indiananursingworkforce.org](http://www.indiananursingworkforce.org)
- Conducted three statewide workshops that produced a consensus document identifying nurse faculty shortage as a priority issue for nursing in Indiana; regional effort to educate critical stakeholders; and development of an action plan with a national leader in nursing workforce
- Met with state legislators to discuss faculty capacity issues

**INWDC evolved as a Center for Workforce Development**

- Gained status as a 501c3 organization
- Accepted for membership in the Forum of State Nursing Workforce Centers, a national entity
- Participated in drafting national Minimum Nurse Workforce Datasets on education, supply, and demand through membership in Forum of State Nursing Workforce Centers
- Participated in the all-Country Education Capacity Summit
- Submitted an Indiana Team for Nursing proposal asking for technical assistance in developing strategies to address faculty nurse shortage issues which was accepted

**INWDC’s Long View**

- Assure quality education programs to prepare the next generation of nurses to practice in complex healthcare environments
- Prepare outstanding faculty to impact student learning and ultimately nursing care delivery
- Create a collaboration where healthcare systems and agencies, nursing practice and education, and providers of care across the health continuum work together to promote nursing care environments of excellence
- Collect, analyze, distribute, and interpret trends related to the national data set

INWDC is actively involved in efforts to sustain the activities of the Indiana Nursing Workforce Development Coalition. We are committed to providing leadership in developing collaborative strategies that will ensure that Indiana has the quality nursing workforce needed over the next two decades.

---

**YOUR PURCHASES HELP NURSES!**

**FREE GIFT BAG WITH PURCHASE**

**only $14.00**

**INCLUDES:** Alcohol Free Hand sanitizer with green tea, body lotion with shea butter both in Orchard Fresh Apple fragrance and a mini mint lip tube with beeswax!

Order yours today and get it in a festive **FREE** tote bag. It is ready to give on the go! American Made and a portion of the proceeds go to the Think About it Nursing Scholarship program.

To order other high quality home spa products from Jordan Essentials, go to [www.jordanrep.com/11668](http://www.jordanrep.com/11668) or [www.jordanessentials.com](http://www.jordanessentials.com) and choose consultant #11668 for purchase. Portions of the proceeds go to Think About It Nursing Scholarship Fund. All products are made in America!
Put your career on track…

...with a Master of Science in Nursing degree focused on your area of interest:

- MSN Administrative track
- MSN Education track
- MSN-MBA program

- Geared for working professionals
- Student-oriented
- Leadership-focused
- Christian environment
- Global opportunities
- Expert faculty with superior credentials and practical experience
- Classes in Indianapolis and Anderson
- Accredited programs
- One night per week
- Simple enrollment procedures
- Fixed tuition cost for as long as you are continuously enrolled in the program

School of Nursing
Broadening health-care career opportunities

(765) 641-4380 • Toll free: (866) 575-7148
msn@anderson.edu • www.anderson.edu/nursing
With all the advantages of a city hospital and the personalized attention of a community facility, Johnson Memorial defines the term “the best of both worlds.” Combining technologically advanced equipment and procedures with a caring, hard-working staff means that patients receive the best care possible. Johnson Memorial is the premier healthcare provider in the area and a great place to work.

We invite you to go to our website for more information and to see our current employment opportunities: www.johnsonmemorial.org or call our toll-free Jobline at: 877-695-4561.

EOE
OUR PATIENTS AREN’T THE ONLY ONES WHO RECEIVE THE BEST TREATMENT.

For the last three years, Norton Healthcare has been named one of the **Top 25 Best Places to Work in Kentucky**. It’s just another reason why you can expect more from a leader. To learn about Norton career opportunities in Louisville, visit NortonHealthcare.com/Careers.
Because you’re always there for your patients.

We thought about you today. You, our future nurses, who will make amazing contributions to the care of our patients and their families every day at St. Vincent Hospital. If you are a nurse who is ready to share our commitment to the spirit of caring, and treat the whole patient – in mind, body and spirit – think about visiting us at jobs.stvincent.org. EOE